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## 2023 Model Compensation Plans

All bargainable increases to base salary must be included in a compensation plan that complies with Indiana Code § 20-28-9-1.5. Pursuant to Indiana Code § 20-28-9-1.5(i), the Indiana Education Employment Relations Board “shall publish a model compensation plan with a model salary range that school corporation may adopt.” The following model compensation plans have been developed in response to needs identified by schools and are arranged according to function.

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2	Salary Increase: Flat Amounts with Evaluation Subfactors
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## 2023 MODEL COMPENSATION PLAN #1

### Salary Increase

#### Pool of Funds Divided by Points

#### A. Salary Range

\$40,000 to \$67,000, not including current year increases or TRF contributions.

#### B. Base Salary Increases<sup>1</sup>

1. Amount available for base salary increases: \$200,000
2. General Eligibility
  - a. Except as provided in subsection (b) below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
  - b. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.
3. Factors and Definitions
  - a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
  - b. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.
  - c. Possess a content area master’s degree – The teacher has a master’s degree in a content area as defined by the Indiana Department of Education.
4. Distribution – Points awarded for each factor

Effective or Highly effective	10 points
Experience	2 points
Content area Master’s degree	8 points

- The available funds will be divided by the sum of points earned by all eligible teachers to determine the dollar value per point.
  - Example: \$200,000 / 2,000 points = \$100 per point
- Salary increase amounts are determined by multiplying each teacher’s points by the dollar value per point.
  - Example (12 points awarded): \$100 \* 12 points = \$1,200 increase
- The maximum number of points a teacher can earn = 20 points.

The combination of education and experience account for 50% of the maximum available salary increase.

#### 5. Redistribution

Because all available funds will be distributed to eligible teachers, there will be no funds remaining to redistribute.

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<sup>1</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.

**2023 MODEL COMPENSATION PLAN #1A**  
**Salary Increase + Stipend**  
**Increases for Education and Experience Compliant with 50% Requirement**

**A. Salary Range**

\$40,000 to \$67,000, not including current year increases or TRF contributions.

**B. Base Salary Increases<sup>1</sup>**

1. General Eligibility
  - a. Except as provided in subsection (b) below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
  - b. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.
2. Factors and Definitions
  - a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
  - b. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.
  - c. Possess a content area master’s degree – The teacher has a master’s degree in a content area as defined by the Indiana Department of Education.
3. Distribution – amounts to be added to a teacher’s base salary
  - a. Evaluation factor = \$1,000
  - b. Experience factor = \$500
  - c. Master’s degree factor = \$500

The combination of education and experience accounts for 50% of the maximum available salary increase. ( $\$1000/\$2,000 = 50\%$ )

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

**C. Stipends**

1. Amount of stipend = \$500
2. General Eligibility

Only teachers who receive an evaluation rating of highly effective or effective are eligible for a stipend. A teacher will receive only one stipend, even if the teacher completes more than one of the activities in #3 below.
3. Basis for stipend
  - a. Teaching a dual credit or AP class during the current school year.
  - b. Completing National Board certification during the current school year.
  - c. Making a presentation at a corporation-wide professional development meeting during the current school year.

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<sup>1</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.

d. Serving on a school improvement committee and attending all the committee meetings during the current school year.

4. Distribution

The one-time stipend will be paid with the last payroll for the current school year.

**2023 MODEL COMPENSATION PLAN #1B**  
**Salary Schedule: Row and Column Advancement**

**A. Salary Range**

\$40,000 to \$68,500, not including current year increases or TRF contributions.

**B. Base Salary Increases<sup>1</sup>**

1. General Eligibility

- a. A teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
- b. A teacher who is currently receiving the highest salary commensurate with the teacher's educational attainment is not eligible for a salary increase.

2. Factors and Definitions

- a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Possess a content area master's degree – The teacher earned a master's degree in a content area as defined by the Indiana Department of Education after January 1, 2022.

3. Distribution – Advancing on the Salary Schedule (See Salary Schedule attached as Appendix A)

- a. A teacher in the bachelor's column who satisfies the evaluation rating but does not possess a content area master's degree will advance a row in the bachelor's column.
- b. A teacher in the master's column who satisfies the evaluation rating will advance a row in the master's column.
- c. A teacher in the bachelor's column who satisfies the evaluation rating and is in the first year of possessing a content area master's degree (completed after January 1, 2022) will advance to the master's column, but remain in the same row.

The increase for advancing a row in either column is \$1,500.

The increase for advancing a column (but staying in the same row) is \$3,000. \$1,500 is for evaluation rating, and \$1,500 is for the first year of possessing a content area master's degree. (Education = 50% of the increase)

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

**C. Stipends**

A teacher rated effective or highly effective that is receiving the maximum salary commensurate with the teacher's educational attainment, as stated on the 2022-23 salary schedule, will not receive an increase to their base salary, but will receive a stipend in the amount of \$1,500.

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<sup>11</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to "differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7." However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.

**Appendix A**  
**2022-23 Salary Schedule**

<b>Row</b>	<b>BA/BS</b>	<b>MA/MS</b>
1	\$40,000	\$43,000
2	\$41,500	\$44,500
3	\$43,000	\$46,000
4	\$44,500	\$47,500
5	\$46,000	\$49,000
6	\$47,500	\$50,500
7	\$49,000	\$52,000
8	\$50,500	\$53,500
9	\$52,000	\$55,000
10	\$53,500	\$56,500
11	\$55,000	\$58,000
12	\$56,500	\$59,500
13	\$58,000	\$61,000
14	\$59,500	\$62,500
15	\$61,000	\$64,000
16		\$65,500
17		\$67,000
18		\$68,500
19		\$70,000
20		\$71,500
21		\$73,000
22		\$74,500

\$1,500 for advancing a row in either column: \$1,500 for evaluation rating.

\$3,000 for advancing a column in same row: \$1,500 for evaluation rating, and \$1,500 for first year of possessing a content area master's degree. (Education = 50% of the salary increase).

**2023 MODEL COMPENSATION PLAN #2**  
**Salary Increase**  
**Flat Amounts with Evaluation Subfactors**

**A. Salary Range**

\$40,000 to \$67,000, not including current year increases or TRF contributions.

**B. Base Salary Increases<sup>1</sup>**

1. General Eligibility

- a. Except as provided in subsection (b) below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
- b. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.

2. Factors and definitions

- a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.
- c. Possess a content area master’s degree – The teacher has a master’s degree in a content area as defined by the Indiana Department of Education.

3. Distribution –Amounts to be distributed as base salary increase

- a. Highly Effective evaluation rating = \$800
- b. Effective evaluation rating = \$700
- c. Experience = \$400
- d. Content area master’s degree = \$400

The combination of education and experience accounts for 50% of the maximum available salary increase ( $\$800/\$1,600 = 50\%$ ).

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

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<sup>1</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.

**2023 MODEL COMPENSATION PLAN #2A**  
**Pool of Funds Divided by Points with Evaluation Rating Subfactors**

**A. Salary Range**

\$40,000 to \$67,000, not including current year increases or TRF contributions.

**B. Base Salary Increases<sup>1</sup>**

1. Amount available for base salary increases: \$300,000
2. General Eligibility
  - a. Except as provided in subsection (b) below, a teacher who received an evaluation rating of ineffective or improvement necessary in the prior school year is not eligible for any salary increase and remains at their prior year salary.
  - b. A teacher who is in the first two full school years of instructing students who receives an evaluation rating of improvement necessary is eligible for a salary increase.
3. Factors and definitions
  - a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
  - b. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior year.
  - c. Possess a content area master’s degree – The teacher has a master’s degree in a content area as defined by the Indiana Department of Education.

4. Distribution – Points awarded for each factor

Highly effective	10 points
Effective	9 points
Experience	2 points
Content area master’s degree	8 points

- The available funds will be divided by the sum of points earned by all eligible teachers to determine the dollar value per point.
- Salary increase amounts are determined by multiplying each teacher’s points by the dollar value per point.
- The maximum number of points a teacher can earn = 20 points.
- The combination of education and experience account for 50% of the maximum available salary increase.

5. Redistribution

Because all available funds will be distributed to eligible teachers, there will be no funds remaining to redistribute.

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<sup>1</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.

**2023 MODEL COMPENSATION PLAN #2B**  
**Salary Schedule: Row Advancement Only**  
**Education and Instructional Leadership Subfactors**

**A. Salary Range**

\$40,000 to \$66,750, not including current year increases or TRF contributions.

**B. Base Salary Increases<sup>1</sup>**

1. General Eligibility: Teachers are eligible for a base salary increase if they received an evaluation of “Highly Effective” or “Effective” on their most recent annual evaluation.
2. Factors and Definitions
  - a. Evaluation Rating – The teacher received a highly effective or effective evaluation rating on their most recent evaluation.
  - b. Years of Experience – The teacher was employed at least 120 days by the corporation in the prior school year.
  - c. Possess a Content Area Master’s Degree (Education) – The teacher earned a master’s degree in a content area as defined by 511 IAC 10.1-1-1(9).
  - d. Assignment of Instructional Leadership – The teacher completes at least one of the following: (1) teach a dual credit course; (2) be a volunteer tutor or provide after school hours assistance to students at least 10 hours per semester; or (3) serve as a trainer in a professional development activity that has been pre-approved by the superintendent.
3. Distribution – Advancing on the Salary Schedule (See Salary Schedule attached as Appendix A):
  - a. A teacher who satisfies the evaluation rating factor will advance 2 rows.
  - b. A teacher who satisfies the years of experience factor will advance 2 rows.
  - c. A teacher who newly obtained a Master’s Degree in the previous year will advance 4 rows; a teacher who earned a Master’s Degree prior to the previous year will advance 1 row.
  - d. A teacher who satisfies the assignment of instructional leadership will advance\* as follows:
    - i. Teaching a dual credit course = 6 rows.
    - ii. Serving as a volunteer tutor or providing after school hours assistance to students at least 10 hours per semester = 2 rows.
    - iii. Serving as a training in a professional development activity that has been pre-approved by the superintendent = 1 row.

\*Teachers may advance once for each instructional leadership subfactor, for a maximum movement of 9 rows for this factor.

The increase for advancing a row is \$250.

The experience and education factors accounts for 35% of the maximum available salary increase (\$1,500/\$4,250)

**4. Redistribution**

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

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<sup>1</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.

**Appendix A**  
**2023-24 Salary Schedule**

Row	Salary (Dollars)
1	40,000
2	40,250
3	40,500
4	40,750
5	41,000
6	41,250
7	41,500
8	41,750
9	42,000
10	42,250
11	42,500
12	42,750
13	43,000
14	43,250
15	43,500
16	43,750
17	44,000
18	44,250
19	44,500
20	44,750
21	45,000
22	45,250
23	45,500
24	45,750
25	46,000
26	46,250
27	46,500
28	46,750
29	47,000
30	47,250
31	47,500
32	47,750
33	48,000
34	48,250
35	48,500
36	48,750
37	49,000
38	49,250
39	49,500
40	49,750

41	50,000
42	50,250
43	50,500
44	50,750
45	51,000
46	51,250
47	51,500
48	51,750
49	52,000
50	52,250
51	52,500
52	52,750
53	53,000
54	53,250
55	53,500
56	53,750
57	54,000
58	54,250
59	54,500
60	54,750
61	55,000
62	55,250
63	55,500
64	55,750
65	56,000
66	56,250
67	56,500
68	56,750
69	57,000
70	57,250
71	57,500
72	57,750
73	58,000
74	58,250
75	58,500
76	58,750
77	59,000
78	59,250
79	59,500
80	59,750
81	60,000
82	60,250

83	60,500
84	60,750
85	61,000
86	61,250
87	61,500
88	61,750
89	62,000
90	62,250
91	62,500
92	62,750
93	63,000
94	63,250
95	63,500
96	63,750
97	64,000
98	64,250
99	64,500
100	64,750
101	65,000
102	65,250
103	65,500
104	65,750
105	66,000
106	66,250
107	66,500
108	66,750
109	67,000
110	67,250
111	67,500
112	67,750
113	68,000
114	68,250
115	68,500
116	68,750
117	69,000
118	69,250
119	69,500
120	69,750
121	70,000
122	70,250

## 2023 MODEL COMPENSATION PLAN #3

### Academic Needs Defined as Need to Retain Teachers Based on their Current Salary Level.

#### A. Salary Range

\$40,000 to \$68,000, not including current year increases or TRF contributions.

#### B. Base Salary Increases<sup>1</sup>

##### 1. General Eligibility

To be eligible for a salary increase, a teacher:

- a. Must not have been rated ineffective or improvement necessary in the prior year, AND
- b. Must have been employed at least 120 days in the prior year.

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

##### 2. Factors and Definitions

- a. Evaluation rating – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Year of experience – The teacher was employed in the corporation for at least 120 days in the prior school year.
- c. Academic Need – The importance of retaining teachers in the corporation based on their current salary level.

##### 3. Distribution – amounts to be added to a teacher’s base salary

- a. Evaluation rating of highly effective or effective = \$1,000
- b. Year of experience = \$300
- c. Academic Need
  - i. Teacher with salary less than or equal to \$42,000 after increase for evaluation and experience = such amount as will increase their salary to \$43,500.
  - ii. Teacher with salary between \$42,001 and \$43,000 after increase for evaluation and experience = such amount as will increase their salary to \$44,000.
  - iii. Teacher with salary greater than \$43,001 after increase for evaluation and experience = \$1000.

The experience factor accounts for 8.6% of the maximum available salary increase (\$300/\$3,500).

##### 4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

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<sup>1</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.

**2023 MODEL COMPENSATION PLAN #3A**  
**Academic Needs Defined as the Subjects of Secondary Science, Technology, and Math**

**A. Salary Range**

\$40,000 to \$65,000, not including current year increases or TRF contributions.

**B. Base Salary Increases<sup>1</sup>**

1. General Eligibility

To be eligible for a salary increase, a teacher:

- a. Must not have been rated ineffective or improvement necessary in the prior year, AND
- b. Must have been employed at least 120 days in the prior year.

A teacher who does not satisfy these eligibility criteria remains at their prior year salary.

2. Factors and definitions

- a. Evaluation rating means a highly effective or effective evaluation rating for the prior year.
- b. Year of experience means being employed in the corporation for at least 120 days in the prior school year.
- c. Academic Need means teaching any of the following subjects at the secondary level:
  - i. Science
  - ii. Technology
  - iii. Mathematics

3. Distribution – amounts to be added to a teacher’s base salary

- a. Evaluation rating of highly effective or effective = \$1,000
- b. Year of experience = \$300
- c. Academic Needs
  - i. Science = \$2,000
  - ii. Technology = \$1,800
  - iii. Mathematics = \$1,500

The experience factor accounts for 9% of the maximum available salary increase (\$300/\$3,300)

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

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<sup>11</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.

**2023 MODEL COMPENSATION PLAN #4**  
**Salary Increase Differential to “Reduce the Gap” based on Experience**

**A. Salary Range**

\$40,000 to \$67,000, not including current year increases or TRF contributions.

**B. Average and Gap**

The average of the minimum and maximum (i.e., the median) teacher salary = \$53,500

The gap between the minimum and average salaries = \$13,500

**C. Base Salary Increases<sup>1</sup>**

1. General Eligibility

To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

2. Factors and definitions

- a. Evaluation rating – The teacher received a highly effective or effective evaluation rating the prior year.
- b. Year of experience – The teacher was employed in the corporation for at least 120 days in a given school year.

3. Distribution – amounts to be added to a teacher’s base salary

- a. Evaluation rating = \$1,000
- b. Years of experience -- **The salary increase for experience is to reduce the gap.**<sup>2</sup>
  - a. Teachers with one or two consecutive years’ experience with the corporation = \$2,000.
  - b. Teachers with three or four consecutive years’ experience with the corporation = \$1,750
  - c. Teachers with five to ten years’ experience with the corporation = \$1,500
  - d. Teachers with eleven or more years’ experience with the corporation = \$1,250

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

**D. New minimum and maximum, average, and gap after the “reduce the gap” salary increase is implemented<sup>3</sup>**

New minimum and new maximum = \$42,000 to \$68,250<sup>4</sup>

The average of the new minimum and maximum (i.e., the median) teacher salary = \$55,125

The gap between the new minimum and average salaries = \$13,125

The gap has been reduced by \$375.

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<sup>1</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.

<sup>2</sup> The specific increase differential that is used to reduce the gap must be clearly identified.

<sup>3</sup> Note: The increase for experience is exempt from the 50% cap because the specific salary increase to reduce the gap is based on a factor, clearly identified, and actually reduces the gap.

<sup>4</sup> For purposes of determining if the gap has been reduced by the specific salary increase, the new minimum and maximum salaries are determined by adding the “reduce the gap” increase to the previous minimum salary and to the previous maximum salary. In this case the new minimum is \$42,000 (\$40,000 + \$2,000), and the new maximum is \$68,250 (\$67,000 + \$1250).

**2023 MODEL COMPENSATION PLAN #4A**  
**Salary Increase Differential to “Reduce the Gap” based on Academic Needs**

**A. Salary Range**

\$40,000 to \$67,000, not including current year increases or TRF contributions.

**B. Average and Gap**

The average of the minimum and maximum (i.e., median) teacher salary = \$53,500

The gap between the minimum and average salaries = \$13,500

**C. Base Salary Increases<sup>1</sup>**

1. General Eligibility

To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

2. Factors and definitions

a. Evaluation – The teacher received a highly effective or effective evaluation rating for the prior year.

b. Academic need – The need to retain teachers whose current salary is less than \$42,000.

3. Distribution – amounts to be added to a teacher’s base salary

a. Evaluation rating = \$1,250

b. Academic Needs – **The salary increase for academic needs is to reduce the gap.**<sup>2</sup>

i. Teachers whose current salary is between \$40,000 and \$40,499 = \$2,000

ii. Teachers whose current salary is between \$40,500 and \$40,999 = \$1,750

iii. Teachers whose current salary is between \$41,000 and \$41,999 = \$1,500

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

**D. New minimum and maximum, Average, and Gap after salary increases are implemented**

New minimum and new maximum = \$42,000 to \$67,000<sup>3</sup>

The average of the new minimum and maximum (i.e., median) salary = \$54,500

The gap between the new minimum and average salaries = \$12,500

The gap has been reduced by \$1,000

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<sup>1</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.

<sup>2</sup> The specific increase differential that is used to reduce the gap must be clearly identified.

<sup>3</sup> For purposes of determining if the gap has been reduced by the specific salary increase, the “new” minimum is the sum of the old minimum + the “reduce the gap” increase. The new maximum is the sum of the old maximum + the “reduce the gap” increase. In this case, the new minimum is \$42,000 (\$40,000 + \$2,000), and the maximum remains the same (\$67,000 + \$0).

**2023 MODEL COMPENSATION PLAN #5**  
**Salary Increase Differential to Implement a Teacher Retention Catch-Up**

**A. Salary Range**

\$40,000 to \$72,000, not including current year increases or TRF contributions.

**B. Base Salary Increases<sup>1</sup>**

1. General Eligibility

To be eligible for a salary increase, a teacher must not have received a rating of ineffective or improvement necessary in the prior school year. A teacher who received a rating of ineffective or improvement necessary remains at their prior year salary.

2. Factors and Definitions

- a. Evaluation – The teacher received a highly effective or effective evaluation rating for the prior year.
- b. Year of Experience – The teacher was employed in the corporation for at least 120 days in a given school year.
- c. Academic need – The need to retain teachers with one or more years' experience with a salary at or below the new teacher minimum by increasing these teachers' salaries up to an additional \$2,000 in comparison to the increase in the new teacher minimum salary.

3. Distribution – amounts to be added to a teacher's base salary

- a. Evaluation rating = \$1,000
  - b. Experience = \$250
  - c. Academic Needs – **The salary increase for academic needs is a teacher retention catch-up**<sup>2</sup>
    - i. Teachers with at least 1 year of experience whose current salary is \$40,000 prior to increases = \$2,000.
    - ii. Teachers with at least 2 years of experience whose current salary is \$40,500 or less prior to increases = \$1,750.
    - iii. Teachers with at least 3 years of experience whose current salary is \$41,000 or less prior to increases = \$1,500.
- Experience accounts for approximately 7.7% of the total possible increase (\$250/\$3,250).<sup>3</sup>

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

**C. Teacher Retention Catch-Up New Teacher Salary Comparison**

2022-23 New Teacher Starting Minimum Salary = \$40,000

2023-24 New Teacher Starting Minimum Salary = \$42,000

Increase in New Teacher Starting Minimum Salary = \$2,000

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<sup>1</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.

<sup>2</sup> The specific salary increase that is used to implement the teacher retention catch-up must be clearly identified.

<sup>3</sup> Because the academic needs increase is designated as a teacher retention catch-up, it is exempt from the 50% calculation despite including an experience component.

**2023 MODEL COMPENSATION PLAN #6**  
**Provisions for Teachers Returning from Leave included in Factor Definitions**

**A. Salary Range**

\$40,000 to \$69,000, not including current year increases or TRF contributions.

**B. Base Salary Increases<sup>1</sup>**

1. General Eligibility: Teachers are eligible for a base salary increase if they received an evaluation of “Highly Effective” or “Effective” on their most recent annual evaluation and either worked for the School Corporation at least 120 days or were on Board approved leave during the prior school year.
  
2. Factors and Definitions
  - A. Evaluation Rating – The teacher received a highly effective or effective evaluation rating on their most recent evaluation.
  - B. Years of Experience – The teacher worked 120 days in the corporation in the prior school year or was on Board approved leave during the prior year.
  - C. Assignment of Instructional Leadership – The teacher completes at least one of the following: (1) teach a dual credit course; (2) be a volunteer tutor or provide after school hours assistance to students at least 10 hours per semester; or (3) serve as a trainer in a professional development activity that has been pre-approved by the superintendent.
  
3. Distribution – Advancing on the Salary Schedule (See Salary Schedule attached as Appendix A)
  - A. A teacher who satisfies the evaluation rating factor will advance 2 rows.
  - B. A teacher who satisfies the years of experience factor will advance 1 row.
  - C. A teacher who satisfies the assignment of instructional leadership will advance 1 row.  
Note: a teacher may advance no more than 1 row for instructional leadership, regardless of the number of instructional leadership criteria met.

The increase for advancing a row is \$1,000.

The experience factor accounts for 25% of the maximum available salary increase (\$1,000/\$4,000)

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

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<sup>1</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.

**Appendix A**  
**2023-24 Salary Schedule**

<b>Row</b>	<b>Salary</b>
1	\$40,000
2	\$41,000
3	\$42,000
4	\$43,000
5	\$44,000
6	\$45,000
7	\$46,000
8	\$47,000
9	\$48,000
10	\$49,000
11	\$50,000
12	\$51,000
13	\$52,000
14	\$53,000
15	\$54,000
16	\$55,000
17	\$56,000
18	\$57,000
19	\$58,000
20	\$59,000
21	\$60,000
22	\$61,000
23	\$62,000
24	\$63,000
25	\$64,000
26	\$65,000
27	\$66,000
28	\$67,000
29	\$68,000
30	\$69,000

**2023 MODEL COMPENSATION PLAN #6A**  
**Academic Needs Defined as Need to Retain Teachers Returning from Leave**

**A. Salary Range**

\$40,000 to \$75,000, not including current year increases or TRF contributions.

**B. Base Salary Increases<sup>1</sup>**

1. General Eligibility: Teachers rated ineffective or improvement necessary in the prior school year are not eligible for any salary increase in the current year and remain at their prior year salary.
2. Factors and Definitions
  - a. Evaluation Rating – The teacher received a highly effective or effective evaluation rating in the prior school year.
  - b. Years of Experience – The teacher was employed 120 days by the corporation in the prior school year.
  - c. Academic Needs – The need to retain teachers who were on Board approved leave during the prior year.
3. Distribution – amounts added to base salary
  - a. A teacher who satisfies the evaluation rating factor will receive \$1,000.
  - b. A teacher who satisfies the years of experience factor will receive \$500.
  - c. A teacher who is returning from a Board approved leave term which began in a prior school year will receive the same salary increase they would have received had they worked 120 days and received an effective or highly effective rating in the prior school year (i.e., \$1,500).

The experience factor accounts for 33% of the maximum available salary increase (\$500/\$1,500)

4. Redistribution

Any funds otherwise allocated for teachers who were rated ineffective or improvement necessary will be equally redistributed to all teachers rated effective or highly effective. The redistribution will be in the form of a stipend that will be paid at the end of the school year.

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<sup>1</sup> Effective July 1, 2023, Indiana Code 20-28-9-1.5(e) requires schools to “differentiate the amount of salary increase for teachers who possess a required literacy endorsement under IC 20-28-5-19.7.” However, the required literacy endorsement becomes effective in 2025, so no differentiation is applicable in the current biennium.